

County _____
Contract ID _____
Date of Letting _____
Wage Decision _____
Wage Decision _____

TO: Employees and Applicants

Equal Employment Opportunity (EEO) and Affirmative Action (AA) requirements apply to this contract. It is the policy of the contractors working on this contract to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, sex, color, national origin, age, or disability. Such action shall include: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship, pre-apprenticeship, and/or on-the-job training.

You should contact the Office of Contracts of the Iowa Department of Transportation at 515-239-1414 to register your complaint if you feel that you are being discriminated against because of your race, religion, sex, color, national origin, age, or disability.

Individuals seeking employment may contact the following contractors who will be working on this contract about employment opportunities and information about each company's training program.

<u>Contractor</u>	<u>City</u>	<u>State</u>	<u>Telephone</u>
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